

2012 Salaries

Table 20

Public Libraries	MLS Director			Non MLS Director			Asst. Director of Management Services		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$63.38	-	-	-	-	-	\$34.26	\$42.70	\$51.13
King County Library System	\$77.69	\$77.69	\$77.69	-	-	-	\$50.20	\$55.22	\$60.24
Kitsap Regional Library	\$59.27	\$59.27	\$59.27	-	-	-	-	-	-
Pierce County Library System	-	-	\$70.55	-	-	-	\$39.69	\$46.01	\$53.31
Seattle Public Library	\$59.78	-	\$98.64	-	-	-	\$42.91	-	\$70.81
Sno-Isle Libraries	-	-	\$80.49	-	-	-	\$45.11	\$56.38	\$62.02
Spokane County Library District	\$48.23	\$53.06	\$60.29	-	-	-	\$34.10	\$37.51	\$42.62
Timberland Regional Library	\$56.23	\$66.16	\$77.83	\$53.00	\$62.36	\$73.36	\$38.29	\$45.06	\$5.00
Average	\$60.76	\$64.05	\$74.97	\$53.00	\$62.36	\$73.36	\$40.65	\$47.15	\$49.30
100,001 - 250,000									
Everett Public Library	\$51.47	\$57.89	\$67.05	-	-	-	-	-	-
Mid-Columbia Library System	-	-	-	-	-	-	\$31.98	\$36.01	\$42.11
North Central Regional Library	\$43.80	\$51.25	\$62.34	-	-	-	\$37.45	\$43.80	\$53.30
Spokane Public Library	\$50.13	\$58.97	\$67.82	-	-	-	-	-	-
Tacoma Public Library	\$50.84	\$57.56	\$65.20	-	-	-	-	-	-
Whatcom County Library System	\$53.20	-	-	-	-	-	-	-	-
Yakima Valley Libraries	\$44.49	\$50.93	\$58.31	-	-	-	-	-	-
Average	\$48.99	\$55.32	\$64.14	-	-	-	\$34.72	\$39.91	\$47.71
25,001 - 100,000									
Bellingham Public Library	\$48.49	\$51.04	\$53.59	-	-	-	\$35.35	\$38.98	\$42.98
Longview Public Library	\$30.88	\$34.22	\$37.82	-	-	-	-	-	-
Mount Vernon City Library	\$36.54	\$39.59	\$42.64	-	-	-	\$24.08	\$26.83	\$29.57
North Olympic Library System	\$33.57	-	\$40.81	-	-	-	-	-	-
Pullman (Neill) Public Library	\$28.50	\$31.45	\$34.69	-	-	-	-	-	-
Puyallup Public Library	\$35.28	\$40.57	\$45.86	-	-	-	-	-	-
Richland Public Library	\$30.13	\$37.66	\$45.19	-	-	-	-	-	-
Stevens County Rural Library District	\$33.31	\$35.34	\$38.63	-	-	-	-	-	-
Walla Walla Public Library	\$37.34	\$41.39	\$45.43	-	-	-	-	-	-
Average	\$34.89	\$38.91	\$42.74	-	-	-	\$29.72	\$32.91	\$36.28
5,001 - 25,000									
Anacortes Public Library	\$37.12	-	\$46.96	-	-	-	-	-	-
Asotin County Library	-	\$32.46	-	-	-	-	-	-	-
Burlington Public Library	\$34.43	-	\$38.75	-	-	-	-	-	-
Camas Public Library	\$37.53	-	\$44.81	-	-	-	-	-	-
Ellensburg Public Library	\$31.49	-	\$42.26	-	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Grandview Library	\$19.02	-	\$28.52	-	-	-	-	-	-
Jefferson County Rural Library District	\$33.11	-	\$39.53	-	-	-	\$30.39	-	\$36.28
Kelso Public Library	-	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	\$26.18	\$27.78	\$29.47	-	-	-	-	-	-
Ocean Shores Public Library	\$23.00	-	\$26.00	-	-	-	-	-	-
Orcas Island Library District	\$33.41	-	\$39.58	-	-	-	-	-	-
Pend Oreille County Library District	-	\$16.83	-	-	\$14.42	-	-	-	-
Port Townsend Public Library	\$31.64	\$35.60	\$39.55	-	-	-	-	-	-
San Juan Island Library District	\$32.20	\$36.37	\$40.30	-	-	-	-	-	-
Sedro-Woolley Public Library	\$29.50	-	-	-	-	-	-	-	-
Walla Walla County Rural Library District	-	-	-	-	-	\$38.58	-	-	-
Whitman County Library	-	-	-	-	-	\$36.00	-	-	\$23.16
Average	\$30.72	\$29.81	\$37.79	-	\$14.42	\$37.29	\$30.39	-	\$29.72

2012 Salaries

Table 20

Public Libraries	MLS Director			Non MLS Director			Asst. Director of Management Services		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Columbia County Rural Library District	\$20.16	\$21.01	\$22.29	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	-	-	\$27.61	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	\$15.50	-	-	-	-	-	-	-
Upper Skagit Library District	\$20.91	-	\$21.71	-	-	-	-	-	-
Average	\$20.54	\$18.26	\$23.87	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	\$11.00	\$11.00	\$11.00	-	-	-
Cathlamet (Blanche Bradley) Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	\$13.55	\$13.55	\$13.55	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	\$14.02	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	\$11.34	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	\$13.15	\$13.15	\$13.15	-	-	-
Average	-	-	-	\$12.57	\$12.26	\$12.93	-	-	-
Overall Averages	\$39.49	\$42.90	\$49.07	\$22.68	\$20.97	\$28.52	\$36.98	\$42.85	\$44.04

2012 Salaries

Table 20 (continued)

Public Libraries	Assistant Director of Public Services			Personnel Director			Main Branch Manager		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$34.26	\$42.70	\$51.13	-	-	-	\$31.81	\$39.64	\$47.46
King County Library System	\$50.20	\$55.22	\$60.24	\$50.20	\$55.22	\$60.24	-	-	-
Kitsap Regional Library	\$37.37	\$43.71	\$50.15	\$31.94	\$37.37	\$42.87	\$31.94	\$37.37	\$42.87
Pierce County Library System	\$44.67	\$51.78	\$60.03	\$35.26	\$40.88	\$47.39	\$28.67	\$33.24	\$38.53
Seattle Public Library	\$42.91	-	\$70.81	\$42.91	-	\$70.81	\$42.91	-	\$70.81
Sno-Isle Libraries	\$47.81	\$59.79	\$65.75	\$45.11	\$56.38	\$62.02	-	-	-
Spokane County Library District	-	-	-	\$34.10	\$37.51	\$42.62	-	-	-
Timberland Regional Library	\$36.09	\$42.47	\$49.96	\$32.07	\$37.73	\$44.39	\$28.49	\$33.53	\$39.44
Average	\$41.90	\$49.28	\$58.30	\$38.80	\$44.18	\$52.91	\$32.76	\$35.95	\$47.82
100,001 - 250,000									
Everett Public Library	\$34.40	\$38.66	\$44.74	-	-	-	-	-	-
Mid-Columbia Library System	\$31.98	\$36.01	\$42.11	\$25.25	\$28.82	\$33.25	-	-	-
North Central Regional Library	\$40.50	\$47.37	\$57.64	\$27.36	\$31.98	\$38.94	-	-	-
Spokane Public Library	\$33.77	\$39.72	\$45.69	\$30.59	\$35.98	\$41.39	-	-	-
Tacoma Public Library	-	-	-	-	-	-	\$34.01	\$37.56	\$41.51
Whatcom County Library System	\$35.34	\$44.18	\$53.01	\$24.17	\$30.24	\$36.30	-	-	-
Yakima Valley Libraries	\$30.53	\$37.40	\$45.81	\$29.36	\$35.96	\$44.05	\$29.36	\$34.77	\$44.05
Average	\$34.42	\$40.56	\$48.17	\$27.35	\$32.60	\$38.79	\$31.69	\$36.17	\$42.78
25,001 - 100,000									
Bellingham Public Library	-	-	-	-	-	-	-	-	-
Longview Public Library	-	-	-	-	-	-	-	-	-
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	\$30.45	-	\$40.81	-	-	-	\$22.72	-	\$27.62
Pullman (Neill) Public Library	-	-	-	-	-	-	-	-	-
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	-	-	-
Stevens County Rural Library District	-	-	-	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	-	-	-
Average	\$30.45	-	\$40.81	-	-	-	\$22.72	-	\$27.62
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	\$22.87	-	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	\$29.62	-	\$35.38	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Grandview Library	-	-	-	-	-	-	\$14.19	-	\$21.28
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	\$28.93
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	-
Walla Walla County Rural Library District	-	-	-	-	-	-	-	-	-
Whitman County Library	-	-	-	-	-	-	\$12.00	-	\$19.66
Average	\$29.62	\$22.87	\$35.38	-	-	-	\$13.10	-	\$23.29

2012 Salaries

Table 20 (continued)

Public Libraries	Assistant Director of Public Services			Personnel Director			Main Branch Manager		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Columbia County Rural Library District	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet (Blanche Bradley) Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$37.33	\$43.22	\$51.55	\$34.03	\$38.92	\$47.02	\$27.61	\$36.02	\$38.38

2012 Salaries

Table 20 (continued)

Public Libraries	Automated Systems Manager			Managing Librarian Small Branch			Managing Librarian Medium Branch		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	-	-	-	-	-	-	\$22.51	\$28.05	\$33.59
King County Library System	-	-	-	-	-	-	-	-	-
Kitsap Regional Library	-	-	-	-	-	-	\$27.30	\$31.94	\$36.65
Pierce County Library System	\$35.26	\$40.88	\$47.39	-	-	-	-	-	-
Seattle Public Library	\$41.76	\$46.00	\$50.70	-	-	-	\$37.71	\$41.52	\$45.73
Sno-Isle Libraries	\$35.89	\$44.86	\$49.34	\$25.48	\$31.85	\$35.02	\$28.56	\$35.71	\$39.26
Spokane County Library District	\$34.10	\$37.51	\$42.62	-	-	-	-	-	-
Timberland Regional Library	\$36.09	\$42.47	\$49.96	\$20.58	\$24.22	\$28.49	\$23.86	\$28.08	\$33.03
Average	\$36.62	\$42.34	\$48.00	\$23.03	\$28.04	\$31.76	\$27.99	\$33.06	\$37.65
100,001 - 250,000									
Everett Public Library	-	-	-	-	-	-	-	-	-
Mid-Columbia Library System	\$22.74	\$25.58	\$29.94	-	-	-	-	-	-
North Central Regional Library	-	-	-	\$13.00	\$15.20	\$18.50	\$17.10	\$20.01	\$24.33
Spokane Public Library	\$30.59	\$35.98	\$41.39	-	-	-	-	-	-
Tacoma Public Library	-	-	-	\$34.01	\$37.56	\$41.51	\$34.01	\$37.56	\$41.51
Whatcom County Library System	\$24.17	\$30.24	\$36.30	\$20.64	\$24.77	\$28.89	\$20.64	\$24.77	\$28.89
Yakima Valley Libraries	\$22.01	\$23.70	\$33.03	\$20.01	\$23.70	\$30.03	\$24.70	\$29.26	\$37.08
Average	\$24.88	\$28.88	\$35.17	\$21.92	\$25.31	\$29.73	\$24.11	\$27.90	\$32.95
25,001 - 100,000									
Bellingham Public Library	\$28.42	\$33.43	\$38.45	-	-	-	-	-	-
Longview Public Library	-	-	-	-	-	-	-	-	-
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	-	-	-	-	-	-	-	-	-
Pullman (Neill) Public Library	\$21.20	\$23.42	\$25.87	-	-	-	-	-	-
Puyallup Public Library	\$30.80	\$35.42	\$40.04	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	-	-	-
Stevens County Rural Library District	\$24.61	-	-	-	-	-	\$23.22	\$23.91	\$24.62
Walla Walla Public Library	-	-	-	-	-	-	-	-	-
Average	\$26.26	\$30.76	\$34.79	-	-	-	\$23.22	\$23.91	\$24.62
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	-	-	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Grandview Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	\$18.00	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	-
Walla Walla County Rural Library District	\$22.26	-	-	\$12.52	-	-	\$21.35	-	-
Whitman County Library	\$17.72	-	\$25.86	\$9.50	-	\$12.00	-	-	-
Average	\$19.99	-	\$25.86	\$11.01	\$18.00	\$12.00	\$21.35	-	-

2012 Salaries

Table 20 (continued)

Public Libraries	Automated Systems Manager			Managing Librarian Small Branch			Managing Librarian Medium Branch		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Columbia County Rural Library District	-	-	-	\$14.35	\$15.25	\$16.16	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Average	-	-	-	\$14.35	\$15.25	\$16.16	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet (Blanche Bradley) Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$28.51	\$34.96	\$39.30	\$18.90	\$23.82	\$26.33	\$25.54	\$30.08	\$34.47

2012 Salaries
Table 20 (continued)

Public Libraries	Managing Librarian Large Branch			Managing Librarian Very Large Branch			Department Manager		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.

Over 250,000

Fort Vancouver Regional Library District	\$23.64	\$29.46	\$35.28	\$24.84	\$30.96	\$37.07	\$24.24	\$32.08	\$39.92
King County Library System	\$36.42	\$40.07	\$73.71	-	-	-	\$38.97	\$42.87	\$46.76
Kitsap Regional Library	\$27.30	\$31.94	\$36.65	\$29.53	\$34.55	\$39.64	\$27.30	\$31.94	\$36.65
Pierce County Library System	-	-	-	\$32.27	\$37.41	\$43.37	\$34.23	\$39.69	\$46.01
Seattle Public Library	\$37.71	\$41.52	\$45.73	\$37.71	\$41.52	\$45.73	\$35.90	-	\$45.73
Sno-Isle Libraries	\$32.02	\$40.02	\$44.02	\$35.89	\$44.86	\$49.34	\$32.02	\$40.02	\$44.02
Spokane County Library District	-	-	-	\$34.10	\$37.51	\$42.62	\$27.18	\$29.90	\$33.98
Timberland Regional Library	\$26.86	\$31.60	\$37.17	\$28.49	\$33.53	\$39.44	\$26.85	\$31.60	\$37.17
Average	\$30.66	\$35.77	\$45.43	\$31.83	\$37.19	\$42.46	\$30.84	\$35.44	\$41.28

100,001 - 250,000

Everett Public Library	\$32.12	\$36.09	\$41.76	-	-	-	\$32.12	\$36.09	\$41.76
Mid-Columbia Library System	\$23.35	\$26.28	\$30.73	-	-	-	-	-	-
North Central Regional Library	\$21.64	\$25.31	\$30.78	\$25.31	\$29.57	\$35.99	\$25.31	\$29.57	\$35.99
Spokane Public Library	-	-	-	\$27.71	\$32.60	\$37.50	-	-	-
Tacoma Public Library	\$34.01	\$37.56	\$41.51	-	-	-	-	-	-
Whatcom County Library System	\$22.21	\$27.77	\$33.32	\$22.21	\$27.77	\$33.32	\$22.21	\$27.77	\$33.32
Yakima Valley Libraries	\$27.18	\$32.19	\$40.79	-	-	-	\$22.01	\$26.97	\$33.03
Average	\$26.75	\$30.87	\$36.48	\$25.08	\$29.98	\$35.60	\$25.41	\$30.10	\$36.03

25,001 - 100,000

Bellingham Public Library	-	-	-	-	-	-	\$28.42	\$33.43	\$38.45
Longview Public Library	-	-	-	-	-	-	\$24.42	\$27.06	\$29.91
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	-	-	-	\$21.64	-	\$26.31	\$16.96	-	\$25.05
Pullman (Neill) Public Library	-	-	-	-	-	-	\$21.20	\$23.42	\$25.87
Puyallup Public Library	-	-	-	-	-	-	\$28.44	\$32.71	\$36.98
Richland Public Library	-	-	-	-	-	-	-	-	-
Stevens County Rural Library District	-	-	-	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	\$27.53	\$30.51	\$33.49
Average	-	-	-	\$21.64	-	\$26.31	\$24.50	\$29.43	\$31.63

5,001 - 25,000

Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	-	-	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	\$24.80	-	\$29.62
Ellensburg Public Library	-	-	-	-	-	-	\$20.66	-	\$27.56
Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Grandview Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	\$23.74	\$26.71	\$29.67
San Juan Island Library District	-	-	-	-	-	-	\$24.33	\$26.99	\$29.91
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	-
Walla Walla County Rural Library District	-	-	-	-	-	-	-	-	-
Whitman County Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	\$23.38	\$26.85	\$29.19

2012 Salaries

Table 20 (continued)

Public Libraries	Managing Librarian Large Branch			Managing Librarian Very Large Branch			Department Manager		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Columbia County Rural Library District	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet (Blanche Bradley) Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$28.71	\$33.32	\$40.95	\$29.06	\$35.03	\$39.12	\$26.77	\$31.63	\$35.49

2012 Salaries

Table 20 (continued)

Public Libraries	Librarian 1			Librarian 2			Supervisory Library Associate		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$18.48	\$23.02	\$27.56	\$19.41	\$24.19	\$28.96	\$15.93	\$21.08	\$26.24
King County Library System	\$29.73	\$32.70	\$35.67	\$31.82	\$35.00	\$38.18	\$25.97	\$28.56	\$31.16
Kitsap Regional Library	-	-	-	\$21.58	\$25.24	\$28.96	-	-	-
Pierce County Library System	\$24.01	\$27.84	\$32.27	\$27.02	\$31.33	\$36.32	-	-	-
Seattle Public Library	\$28.11	\$30.92	\$34.08	\$31.83	\$35.02	\$38.61	\$27.09	\$29.87	\$32.92
Sno-Isle Libraries	\$25.48	\$31.85	\$35.02	-	-	-	\$22.74	\$28.41	\$31.23
Spokane County Library District	\$21.98	\$24.18	\$27.48	\$25.30	\$27.83	\$31.62	\$18.01	\$19.81	\$22.51
Timberland Regional Library	\$22.49	\$26.46	\$31.13	\$18.83	\$22.16	\$26.07	\$20.58	\$24.22	\$28.49
Average	\$24.33	\$28.14	\$31.89	\$25.11	\$28.68	\$32.67	\$21.72	\$25.33	\$28.76
100,001 - 250,000									
Everett Public Library	\$26.75	\$29.48	\$32.53	\$29.24	\$32.19	\$35.20	\$25.48	\$28.08	\$30.96
Mid-Columbia Library System	\$21.48	\$24.18	\$28.27	\$22.74	\$25.58	\$29.94	\$18.26	\$20.55	\$24.05
North Central Regional Library	-	-	-	-	-	-	-	-	-
Spokane Public Library	\$21.65	\$25.47	\$29.30	\$22.75	\$26.76	\$30.78	-	-	-
Tacoma Public Library	\$25.71	\$28.51	\$31.54	-	-	-	\$26.18	\$28.91	\$31.93
Whatcom County Library System	\$20.64	\$24.77	\$28.89	-	-	-	\$17.94	\$21.53	\$25.12
Yakima Valley Libraries	\$20.01	\$24.52	\$30.03	\$22.01	\$26.97	\$33.03	\$13.80	\$16.58	\$19.32
Average	\$22.71	\$26.16	\$30.09	\$24.19	\$27.88	\$32.24	\$20.33	\$23.13	\$26.28
25,001 - 100,000									
Bellingham Public Library	\$24.35	\$28.64	\$32.94	\$25.52	\$30.02	\$34.52	\$21.35	\$23.32	\$25.98
Longview Public Library	-	-	-	-	-	-	-	-	-
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	\$19.63	-	\$23.86	\$20.61	-	\$25.05	\$16.15	-	\$19.63
Pullman (Neill) Public Library	-	-	-	-	-	-	\$17.40	\$19.22	\$21.20
Puyallup Public Library	\$25.86	\$29.74	\$33.62	-	-	-	-	-	-
Richland Public Library	\$20.59	\$25.74	\$30.89	\$24.90	\$31.13	\$37.36	\$22.62	\$28.27	\$33.92
Stevens County Rural Library District	-	-	-	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	\$22.38	\$25.47	\$28.56
Average	\$22.61	\$28.04	\$30.33	\$23.68	\$30.58	\$32.31	\$19.98	\$24.07	\$25.86
5,001 - 25,000									
Anacortes Public Library	-	-	-	\$26.21	-	\$33.20	\$22.61	-	\$25.45
Asotin County Library	-	-	-	-	-	-	-	\$15.94	-
Burlington Public Library	\$20.90	-	\$24.79	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	-	-	-	-	-	\$19.05
Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Grandview Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	\$22.87	-	\$27.31	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	\$19.54	\$20.74	\$22.00	-	-	-	-	-	-
Ocean Shores Public Library	\$22.58	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	\$18.28	\$20.57	\$22.85
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Sedro-Woolley Public Library	-	-	-	-	-	-	\$20.00	-	-
Walla Walla County Rural Library District	-	-	-	-	-	-	-	-	-
Whitman County Library	-	-	-	-	-	-	\$9.50	-	\$10.95
Average	\$21.47	\$20.74	\$24.70	\$26.21	-	\$33.20	\$17.60	\$18.26	\$19.58

2012 Salaries

Table 20 (continued)

Public Libraries	Librarian 1			Librarian 2			Supervisory Library Associate		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Columbia County Rural Library District	-	-	-	-	-	-	\$10.35	\$10.85	\$11.43
Davenport Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	\$10.35	\$10.85	\$11.43
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet (Blanche Bradley) Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	\$10.04	\$10.04	\$10.04
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	\$10.04	\$10.04	\$10.04
Overall Averages	\$22.99	\$26.99	\$29.96	\$24.65	\$28.72	\$32.52	\$19.21	\$22.17	\$24.23

2012 Salaries

Table 20 (continued)

Public Libraries	Senior Library Associate			Library Associate			Library Assistant 1		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$15.93	\$21.08	\$26.24	\$12.90	\$16.03	\$19.16	\$10.60	\$12.76	\$14.98
King County Library System	-	-	-	\$22.68	\$24.95	\$27.22	\$16.17	\$17.79	\$19.41
Kitsap Regional Library	-	-	-	\$15.76	\$18.44	\$21.17	-	-	-
Pierce County Library System	\$21.97	\$25.47	\$29.53	\$16.84	\$19.52	\$22.63	\$13.69	\$15.87	\$18.40
Seattle Public Library	\$23.43	\$25.76	\$28.42	\$21.32	\$23.49	\$25.84	\$16.50	\$18.18	\$20.00
Sno-Isle Libraries	\$20.26	\$25.33	\$27.87	\$18.09	\$22.60	\$24.86	\$14.39	\$18.00	\$19.78
Spokane County Library District	\$16.92	\$18.61	\$21.15	\$15.90	\$17.49	\$19.87	\$12.04	\$13.24	\$15.05
Timberland Regional Library	\$17.24	\$20.28	\$23.86	\$17.24	\$20.28	\$23.86	\$12.45	\$14.66	\$17.24
Average	\$19.29	\$22.76	\$26.18	\$17.59	\$20.35	\$23.08	\$13.69	\$15.79	\$17.84
100,001 - 250,000									
Everett Public Library	-	-	-	\$19.02	\$20.94	\$23.10	\$16.43	\$18.11	\$19.95
Mid-Columbia Library System	\$15.09	\$16.98	\$19.86	-	-	-	-	-	-
North Central Regional Library	\$18.50	\$21.64	\$26.29	-	-	-	\$10.28	\$12.03	\$14.61
Spokane Public Library	\$18.67	\$21.97	\$25.26	\$16.26	-	\$21.31	\$13.46	-	\$17.01
Tacoma Public Library	\$21.33	\$23.64	\$26.14	\$18.50	\$20.47	\$22.58	\$15.81	\$17.41	\$19.23
Whatcom County Library System	\$17.94	\$21.53	\$25.12	\$14.74	\$17.69	\$20.64	\$11.79	\$14.13	\$16.47
Yakima Valley Libraries	\$15.96	\$19.17	\$22.34	-	-	-	\$10.93	\$13.08	\$14.75
Average	\$17.92	\$20.82	\$24.17	\$17.13	\$19.70	\$21.91	\$13.12	\$14.95	\$17.00
25,001 - 100,000									
Bellingham Public Library	\$17.87	\$19.54	\$21.77	\$16.86	\$18.40	\$20.53	\$14.11	\$15.42	\$17.20
Longview Public Library	\$20.61	\$22.84	\$25.24	-	-	-	\$17.48	\$19.37	\$22.42
Mount Vernon City Library	\$18.85	\$20.97	\$23.09	\$17.06	\$19.00	\$20.93	\$10.54	\$11.65	\$12.79
North Olympic Library System	\$15.38	-	\$18.69	\$13.95	-	\$16.96	\$10.41	-	\$12.65
Pullman (Neill) Public Library	\$15.78	\$17.40	\$19.22	\$14.65	\$16.15	\$17.85	-	-	-
Puyallup Public Library	-	-	-	\$17.85	\$20.53	\$23.21	\$14.12	\$16.24	\$18.36
Richland Public Library	\$16.97	\$21.21	\$25.45	-	-	-	\$11.60	\$14.50	\$17.40
Stevens County Rural Library District	-	-	-	-	-	-	\$13.55	\$14.38	\$15.73
Walla Walla Public Library	\$18.34	\$20.88	\$23.41	\$16.78	\$19.10	\$21.41	-	-	-
Average	\$17.69	\$20.47	\$22.41	\$16.19	\$18.64	\$20.15	\$13.12	\$15.26	\$16.65
5,001 - 25,000									
Anacortes Public Library	\$19.50	-	\$23.99	-	-	-	\$13.68	-	\$16.82
Asotin County Library	-	-	-	-	\$14.54	-	\$10.00	\$12.01	\$13.81
Burlington Public Library	\$16.55	-	\$18.63	\$15.12	-	\$17.53	\$13.86	-	\$16.07
Camas Public Library	\$23.38	-	\$27.92	\$22.04	-	\$26.31	\$16.90	-	\$20.17
Ellensburg Public Library	-	-	\$19.05	-	-	-	-	-	\$14.07
Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Grandview Library	\$11.00	-	\$11.00	-	-	-	\$8.67	-	\$13.50
Jefferson County Rural Library District	-	-	-	-	-	-	\$12.97	-	\$15.49
Kelso Public Library	-	-	-	-	-	-	-	\$16.52	\$17.51
Liberty Lake Municipal Library	\$13.75	\$14.59	\$15.48	\$12.86	\$13.65	\$14.48	\$11.58	\$12.29	\$13.06
Ocean Shores Public Library	\$22.15	-	-	-	-	-	-	-	-
Orcas Island Library District	\$20.85	-	\$29.38	\$13.74	-	\$21.79	\$11.49	-	\$14.59
Pend Oreille County Library District	-	-	-	-	-	-	\$9.25	-	-
Port Townsend Public Library	\$16.70	\$18.79	\$20.88	\$14.58	\$16.41	\$18.23	\$13.09	\$14.73	\$16.37
San Juan Island Library District	\$19.01	\$21.87	\$24.24	-	-	-	-	-	-
Sedro-Woolley Public Library	-	-	-	\$18.25	-	-	\$12.00	-	-
Walla Walla County Rural Library District	-	\$16.75	-	-	\$13.00	-	-	\$11.33	-
Whitman County Library	-	-	-	\$10.00	-	\$12.15	-	-	-
Average	\$18.10	\$18.00	\$21.17	\$15.23	\$14.40	\$18.42	\$12.14	\$13.38	\$15.59

2012 Salaries

Table 20 (continued)

Public Libraries	Senior Library Associate			Library Associate			Library Assistant 1		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Columbia County Rural Library District	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	\$14.65	\$15.54	\$17.48	-	-	-	\$11.85	\$12.57	\$14.14
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	\$11.00	-
Roslyn Public Library	-	-	-	-	-	-	-	\$10.00	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Average	\$14.65	\$15.54	\$17.48	-	-	-	\$11.85	\$11.19	\$14.14
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	\$9.22	\$9.22	\$9.22
Cathlamet (Blanche Bradley) Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	\$9.38
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	\$10.66	\$10.66	\$10.66
Average	-	-	-	-	-	-	\$9.94	\$9.94	\$9.75
Overall Averages	\$18.09	\$20.51	\$23.00	\$16.52	\$18.63	\$20.98	\$12.69	\$14.18	\$15.95

2012 Salaries

Table 20 (continued)

Public Libraries	Library Assistant 2			Page			Superintendent of Maintenance		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$11.69	\$14.11	\$16.52	-	-	-	\$28.11	\$35.03	\$41.95
King County Library System	\$19.81	\$21.80	\$23.78	\$10.77	\$11.84	\$12.92	-	-	-
Kitsap Regional Library	\$12.45	\$14.57	\$16.72	\$9.10	\$10.64	\$12.21	\$27.30	\$31.94	\$36.65
Pierce County Library System	\$14.53	\$16.84	\$19.52	\$9.89	\$11.47	\$13.29	\$34.23	\$39.69	\$46.01
Seattle Public Library	\$17.36	\$19.09	\$21.07	\$16.20	\$17.85	\$19.62	\$42.62	\$46.97	\$51.72
Sno-Isle Libraries	\$16.14	\$20.16	\$22.20	\$10.22	\$12.77	\$14.06	\$28.56	\$35.71	\$39.26
Spokane County Library District	\$14.17	\$15.59	\$17.71	\$9.04	\$9.49	\$9.94	\$23.56	\$25.91	\$29.45
Timberland Regional Library	-	-	-	\$8.67	\$9.69	\$11.40	-	-	-
Average	\$15.16	\$17.45	\$19.65	\$10.56	\$11.96	\$13.35	\$30.73	\$35.88	\$40.84
100,001 - 250,000									
Everett Public Library	\$18.11	\$19.95	\$21.98	\$9.55	\$10.53	\$11.62	-	-	-
Mid-Columbia Library System	\$13.51	\$15.22	\$17.81	\$8.67	\$9.72	\$11.37	-	-	-
North Central Regional Library	-	-	-	-	-	-	-	-	-
Spokane Public Library	\$14.57	-	\$19.02	-	-	\$8.67	\$25.11	\$29.54	\$33.97
Tacoma Public Library	-	-	-	\$10.80	\$11.65	\$12.48	\$37.77	\$41.74	\$46.09
Whatcom County Library System	\$12.61	\$15.15	\$17.68	\$10.27	\$12.32	\$14.36	-	-	-
Yakima Valley Libraries	\$10.93	\$13.08	\$14.75	\$9.04	\$9.04	\$9.04	-	-	-
Average	\$13.95	\$15.85	\$18.25	\$9.67	\$10.65	\$11.26	\$31.44	\$35.64	\$40.03
25,001 - 100,000									
Bellingham Public Library	\$15.86	\$17.35	\$19.35	\$9.35	\$9.61	\$10.10	-	-	-
Longview Public Library	\$16.42	\$18.20	\$21.07	\$8.67	\$9.74	\$11.84	-	-	-
Mount Vernon City Library	\$11.45	\$12.69	\$13.93	\$9.04	\$10.02	\$11.00	-	-	-
North Olympic Library System	\$13.29	-	\$16.15	\$9.44	-	\$10.93	\$20.61	-	\$25.05
Pullman (Neill) Public Library	\$12.15	\$12.76	\$13.41	\$8.67	\$8.77	\$9.22	-	-	-
Puyallup Public Library	-	-	-	\$8.79	\$9.75	\$11.04	-	-	-
Richland Public Library	\$14.06	\$17.57	\$21.08	\$8.69	\$10.86	\$13.03	-	-	-
Stevens County Rural Library District	\$16.11	\$17.10	\$18.70	-	-	-	-	-	-
Walla Walla Public Library	\$13.73	\$15.63	\$17.52	\$9.12	\$9.84	\$10.56	-	-	-
Average	\$14.13	\$15.90	\$17.65	\$8.97	\$9.80	\$10.97	\$20.61	-	\$25.05
5,001 - 25,000									
Anacortes Public Library	\$15.40	-	\$18.94	\$9.04	-	\$9.39	-	-	-
Asotin County Library	-	-	-	-	\$8.67	-	-	-	-
Burlington Public Library	-	-	-	\$8.75	-	\$8.75	-	-	-
Camas Public Library	-	-	-	\$12.20	-	\$13.33	-	-	-
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Grandview Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	\$14.81	-	\$17.69	\$9.04	-	-	-	-	-
Kelso Public Library	-	\$19.03	-	-	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	\$9.32	\$9.89	\$10.50	-	-	-
Ocean Shores Public Library	\$8.39	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	\$9.25	-	-	-	-	-
Port Townsend Public Library	\$13.54	\$15.24	\$16.93	\$8.67	\$9.50	\$10.55	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Sedro-Woolley Public Library	\$9.00	\$10.00	-	-	-	-	-	-	-
Walla Walla County Rural Library District	-	-	-	\$8.67	-	-	-	-	-
Whitman County Library	-	-	-	\$9.04	-	\$9.04	-	-	-
Average	\$12.23	\$14.76	\$17.85	\$9.33	\$9.35	\$10.26	-	-	-

2012 Salaries

Table 20 (continued)

Public Libraries	Library Assistant 2			Page			Superintendent of Maintenance		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Columbia County Rural Library District	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	\$12.72	\$13.49	\$15.18	\$9.04	\$9.04	\$9.04	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	\$10.50	-	\$16.00	\$8.70	-	\$10.10	-	-	-
Average	\$11.61	\$13.49	\$15.59	\$8.87	\$9.04	\$9.57	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet (Blanche Bradley) Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	\$9.41	\$9.41	\$9.41	\$9.04	\$9.04	\$9.04	-	-	-
Average	\$9.41	\$9.41	\$9.41	\$9.04	\$9.04	\$9.04	-	-	-
Overall Averages	\$13.67	\$15.83	\$17.85	\$9.52	\$10.49	\$11.28	\$29.76	\$35.82	\$38.91

2012 Salaries

Table 20 (continued)

Public Libraries	Facilities Supervisor			Maintenance Worker			Custodian		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.

Over 250,000

Fort Vancouver Regional Library District	\$20.91	\$26.05	\$31.19	\$16.19	\$19.54	\$22.88	-	-	-
King County Library System	\$31.82	\$35.00	\$38.18	\$21.20	\$23.32	\$25.44	-	-	-
Kitsap Regional Library	-	-	-	\$13.47	\$15.76	\$18.08	\$11.51	\$13.47	\$15.45
Pierce County Library System	-	-	-	\$17.87	\$20.71	\$24.01	\$13.29	\$15.41	\$17.87
Seattle Public Library	\$29.85	\$32.90	\$36.30	\$21.73	\$23.98	\$26.36	\$17.29	\$19.01	\$20.91
Sno-Isle Libraries	-	-	-	-	-	-	-	-	-
Spokane County Library District	-	-	-	\$20.57	\$22.63	\$25.72	-	-	-
Timberland Regional Library	\$22.49	\$26.46	\$31.13	\$16.73	\$19.69	\$23.16	\$11.74	\$13.82	\$16.25
Average	\$26.27	\$30.10	\$34.20	\$18.25	\$20.80	\$23.66	\$13.46	\$15.43	\$17.62

100,001 - 250,000

Everett Public Library	-	-	-	-	-	-	-	-	-
Mid-Columbia Library System	-	-	-	\$15.51	\$17.46	\$20.43	-	-	-
North Central Regional Library	-	-	-	-	-	-	-	-	-
Spokane Public Library	-	-	-	\$14.85	-	\$19.49	\$13.19	-	\$16.69
Tacoma Public Library	-	-	-	\$20.07	\$22.12	\$24.42	\$16.34	\$18.13	\$19.93
Whatcom County Library System	\$22.21	\$27.77	\$33.32	-	-	-	\$11.79	\$14.13	\$16.47
Yakima Valley Libraries	\$20.01	\$23.70	\$30.03	\$11.77	\$14.14	\$16.48	\$10.93	\$13.08	\$14.75
Average	\$21.11	\$25.74	\$31.68	\$15.55	\$17.91	\$20.21	\$13.06	\$15.11	\$16.96

25,001 - 100,000

Bellingham Public Library	-	-	-	-	-	-	-	-	-
Longview Public Library	-	-	-	-	-	-	-	-	-
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	\$13.95	-	\$16.96	\$12.05	-	\$14.65	\$10.93	-	\$13.29
Pullman (Neill) Public Library	-	-	-	-	-	-	-	-	-
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	-	-	-
Stevens County Rural Library District	-	-	-	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	-	-	-
Average	\$13.95	-	\$16.96	\$12.05	-	\$14.65	\$10.93	-	\$13.29

5,001 - 25,000

Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	-	-	-	-	-	-	\$13.18	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Grandview Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	-
Walla Walla County Rural Library District	-	-	-	-	-	-	-	-	-
Whitman County Library	-	-	-	-	-	-	-	-	-
Average	-	\$13.18	-						

2012 Salaries

Table 20 (continued)

Public Libraries	Facilities Supervisor			Maintenance Worker			Custodian		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Columbia County Rural Library District	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	\$11.33	\$11.33	\$11.33
Cathlamet (Blanche Bradley) Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	\$11.33	\$11.33	\$11.33
Overall Averages	\$23.03	\$28.65	\$31.02	\$16.83	\$19.94	\$21.76	\$12.83	\$14.62	\$16.29

2012 Salaries

Table 20 (continued)

Public Libraries	Book Mobile Driver			Delivery Driver			Public Information Officer		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.

Over 250,000

Fort Vancouver Regional Library District	\$12.90	\$16.03	\$19.16	\$12.90	\$15.56	\$18.22	\$32.60	\$40.63	\$48.66
King County Library System	\$22.68	\$24.95	\$27.22	\$16.17	\$17.79	\$19.41	\$50.20	\$55.22	\$60.28
Kitsap Regional Library	\$13.47	\$15.76	\$18.08	\$12.45	\$14.57	\$16.72	\$31.94	\$37.37	\$42.87
Pierce County Library System	\$16.84	\$19.52	\$22.63	\$14.53	\$16.84	\$19.52	\$35.26	\$40.88	\$47.39
Seattle Public Library	\$19.21	\$21.13	\$23.25	\$17.66	\$19.41	\$21.40	\$42.91	-	\$70.81
Sno-Isle Libraries	\$18.09	\$22.60	\$24.86	\$14.39	\$18.00	\$19.78	\$35.89	\$44.86	\$49.34
Spokane County Library District	-	-	-	-	-	-	\$29.27	\$32.20	\$36.59
Timberland Regional Library	-	-	-	\$13.21	\$15.54	\$18.29	\$30.22	\$35.57	\$41.48
Average	\$17.20	\$20.00	\$22.53	\$14.47	\$16.82	\$19.05	\$36.04	\$40.96	\$49.68

100,001 - 250,000

Everett Public Library	-	-	-	-	-	-	-	-	-
Mid-Columbia Library System	\$15.51	\$17.46	\$20.43	\$13.51	\$15.22	\$17.81	\$27.81	\$31.30	\$36.61
North Central Regional Library	\$18.50	\$21.64	\$26.29	\$14.07	\$16.44	\$20.00	-	-	-
Spokane Public Library	\$17.37	-	\$22.64	\$14.15	-	\$18.44	\$25.11	\$29.54	\$33.97
Tacoma Public Library	-	-	-	-	-	-	\$32.05	\$35.39	\$39.11
Whatcom County Library System	\$15.61	\$18.72	\$21.82	\$14.02	\$16.82	\$19.62	\$22.21	\$27.77	\$33.32
Yakima Valley Libraries	-	-	-	\$10.93	\$13.08	\$14.75	-	-	-
Average	\$16.75	\$19.27	\$22.80	\$13.34	\$15.39	\$18.12	\$26.80	\$31.00	\$35.75

25,001 - 100,000

Bellingham Public Library	-	-	-	\$14.11	\$15.42	\$17.20	-	-	-
Longview Public Library	-	-	-	-	-	-	-	-	-
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	-	-	-	-	-	-	-	-	-
Pullman (Neill) Public Library	-	-	-	-	-	-	-	-	-
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	-	-	-
Stevens County Rural Library District	-	-	-	\$11.67	\$12.38	\$13.52	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	\$12.89	\$13.90	\$15.36	-	-	-

5,001 - 25,000

Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	-	-	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Grandview Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	\$10.24	\$11.52	\$12.80	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	-
Walla Walla County Rural Library District	-	-	-	-	-	-	-	-	-
Whitman County Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	\$10.24	\$11.52	\$12.80	-	-	-

2012 Salaries

Table 20 (continued)

Public Libraries	Book Mobile Driver			Delivery Driver			Public Information Officer		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Columbia County Rural Library District	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet (Blanche Bradley) Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$17.02	\$19.76	\$22.64	\$13.60	\$15.61	\$17.83	\$32.96	\$37.34	\$45.04

2012 Salaries

Table 20 (continued)

Public Libraries	Graphic Technician			Press Operator			Administrative Secretary		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$12.90	\$15.56	\$18.22	-	-	-	\$18.48	\$24.09	\$29.69
King County Library System	\$18.51	\$20.36	\$22.21	\$18.51	\$20.36	\$22.21	\$24.26	\$26.69	\$29.12
Kitsap Regional Library	\$18.44	\$21.58	\$24.76	-	-	-	\$21.58	\$25.24	\$28.96
Pierce County Library System	\$19.52	\$22.63	\$26.24	\$15.87	\$18.40	\$21.33	\$23.31	\$27.02	\$31.33
Seattle Public Library	\$27.09	\$29.87	\$32.92	-	-	-	\$22.48	\$24.76	\$27.32
Sno-Isle Libraries	-	-	-	\$12.84	\$16.05	\$17.65	\$25.48	\$31.85	\$35.02
Spokane County Library District	\$18.01	\$19.81	\$22.51	-	-	-	\$16.92	\$18.61	\$21.15
Timberland Regional Library	\$16.73	\$19.96	\$23.16	\$15.77	\$18.56	\$21.83	\$20.58	\$24.22	\$28.49
Average	\$18.74	\$21.40	\$24.29	\$15.75	\$18.34	\$20.76	\$21.64	\$25.31	\$28.89
100,001 - 250,000									
Everett Public Library	-	-	-	-	-	-	\$24.81	\$27.88	\$32.28
Mid-Columbia Library System	\$15.51	\$17.46	\$20.43	-	-	-	\$19.96	\$22.47	\$26.29
North Central Regional Library	\$25.31	\$29.57	\$35.99	-	-	-	\$14.07	\$16.44	\$20.00
Spokane Public Library	-	-	-	\$16.26	-	\$21.31	-	-	-
Tacoma Public Library	\$19.86	\$22.01	\$24.36	-	-	-	\$23.22	\$26.28	\$29.76
Whatcom County Library System	\$15.61	\$18.72	\$21.82	-	-	-	\$15.61	\$18.72	\$21.82
Yakima Valley Libraries	-	-	-	-	-	-	\$18.50	\$22.67	\$27.77
Average	\$19.07	\$21.94	\$25.65	\$16.26	-	\$21.31	\$19.36	\$22.41	\$26.32
25,001 - 100,000									
Bellingham Public Library	-	-	-	-	-	-	\$19.74	\$21.76	\$23.99
Longview Public Library	-	-	-	-	-	-	\$17.48	\$19.37	\$22.42
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	-	-	-	-	-	-	-	-	-
Pullman (Neill) Public Library	-	-	-	-	-	-	\$18.74	\$20.68	\$22.82
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	-	-	-
Stevens County Rural Library District	-	-	-	-	-	-	\$12.90	\$13.67	\$14.93
Walla Walla Public Library	-	-	-	-	-	-	\$19.06	\$20.68	\$22.30
Average	-	-	-	-	-	-	\$17.58	\$19.23	\$21.29
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	\$17.33	-	\$21.31
Asotin County Library	-	-	-	-	-	-	-	\$14.47	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	\$18.45	-	\$22.04
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Grandview Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	\$16.15	-	\$19.29
Kelso Public Library	-	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	-
Walla Walla County Rural Library District	-	-	-	-	-	-	-	\$16.84	-
Whitman County Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	\$17.31	\$15.66	\$20.88

2012 Salaries

Table 20 (continued)

Public Libraries	Graphic Technician			Press Operator			Administrative Secretary		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Columbia County Rural Library District	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet (Blanche Bradley) Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$18.86	\$21.59	\$24.78	\$15.85	\$18.34	\$20.87	\$19.51	\$22.11	\$25.37

2012 Salaries
Table 20 (continued)

Public Libraries	Secretary			Accounting Technician			Accounting Clerk		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.

Over 250,000

Fort Vancouver Regional Library District	\$15.93	\$19.86	\$23.79	\$15.17	\$18.90	\$22.63	\$14.79	\$18.44	\$22.08
King County Library System	\$22.68	\$24.95	\$27.22	\$21.20	\$23.32	\$25.44	\$16.17	\$17.79	\$19.41
Kitsap Regional Library	\$15.76	\$18.44	\$21.17	\$18.44	\$21.58	\$24.76	\$15.76	\$18.44	\$21.17
Pierce County Library System	\$18.40	\$21.33	\$24.73	\$20.11	\$23.31	\$27.02	\$15.87	\$18.40	\$21.33
Seattle Public Library	\$21.58	\$23.76	\$26.20	\$18.55	\$20.43	\$22.53	-	-	-
Sno-Isle Libraries	\$18.09	\$22.60	\$24.86	\$25.48	\$31.85	\$35.02	\$16.14	\$20.16	\$22.20
Spokane County Library District	-	-	-	\$21.98	\$24.18	\$27.48	\$12.70	\$13.97	\$15.88
Timberland Regional Library	\$17.24	\$20.28	\$23.86	\$23.86	\$28.08	\$33.03	\$15.77	\$18.56	\$21.83
Average	\$18.53	\$21.60	\$24.55	\$20.60	\$23.96	\$27.24	\$15.31	\$17.97	\$20.56

100,001 - 250,000

Everett Public Library	-	-	-	-	-	-	-	-	-
Mid-Columbia Library System	-	-	-	\$19.28	\$21.69	\$25.38	\$18.26	\$20.55	\$24.05
North Central Regional Library	\$12.03	\$14.07	\$17.10	-	-	-	-	-	-
Spokane Public Library	-	-	-	\$17.78	\$20.91	\$24.05	\$15.33	\$18.03	\$20.73
Tacoma Public Library	-	-	-	\$22.55	\$24.91	\$27.51	-	-	-
Whatcom County Library System	\$14.02	\$16.82	\$19.62	\$20.64	\$24.77	\$28.89	-	-	-
Yakima Valley Libraries	-	-	-	\$14.38	\$17.27	\$20.12	\$10.93	\$13.08	\$14.75
Average	\$13.03	\$15.45	\$18.36	\$18.93	\$21.91	\$25.19	\$14.84	\$17.22	\$19.84

25,001 - 100,000

Bellingham Public Library	-	-	-	-	-	-	-	-	-
Longview Public Library	-	-	-	-	-	-	-	-	-
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	-	-	-	\$15.38	-	\$18.69	-	-	-
Pullman (Neill) Public Library	-	-	-	-	-	-	-	-	-
Puyallup Public Library	-	-	-	\$16.76	\$19.27	\$21.77	-	-	-
Richland Public Library	\$16.97	\$21.21	\$25.45	-	-	-	-	-	-
Stevens County Rural Library District	-	-	-	\$15.46	\$16.41	\$17.95	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	-	-	-
Average	\$16.97	\$21.21	\$25.45	\$15.87	\$17.84	\$19.47	-	-	-

5,001 - 25,000

Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	-	-	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Grandview Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	\$14.25	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	-
Walla Walla County Rural Library District	-	-	-	-	-	-	-	-	-
Whitman County Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	\$14.25	-	-	-	-

2012 Salaries

Table 20 (continued)

Public Libraries	Secretary			Accounting Technician			Accounting Clerk		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Columbia County Rural Library District	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet (Blanche Bradley) Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$17.27	\$20.33	\$23.40	\$19.19	\$21.95	\$25.14	\$15.17	\$17.74	\$20.34

2012 Salaries

Table 20 (continued)

Public Libraries	Personnel Specialist			Personnel Analyst			Computer Operator		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$15.17	\$18.90	\$22.63	\$17.59	\$21.92	\$26.24	\$15.54	\$18.75	\$21.95
King County Library System	\$24.26	\$26.69	\$29.12	\$27.79	\$30.57	\$33.35	-	-	-
Kitsap Regional Library	\$18.44	\$21.58	\$24.76	\$18.44	\$21.58	\$24.76	-	-	-
Pierce County Library System	-	-	-	\$27.02	\$31.33	\$36.32	\$17.87	\$20.71	\$24.01
Seattle Public Library	\$27.09	\$29.87	\$32.92	\$34.66	\$38.24	\$42.09	-	-	-
Sno-Isle Libraries	\$22.74	\$28.41	\$31.23	\$25.48	\$31.85	\$35.02	\$20.26	\$25.33	\$27.87
Spokane County Library District	\$16.92	\$18.61	\$21.15	-	-	-	\$19.25	\$21.17	\$24.06
Timberland Regional Library	\$20.58	\$24.22	\$28.49	-	-	-	\$20.58	\$24.22	\$28.49
Average	\$20.74	\$24.04	\$27.19	\$25.16	\$29.25	\$32.96	\$18.70	\$22.04	\$25.28
100,001 - 250,000									
Everett Public Library	-	-	-	-	-	-	\$24.28	\$26.75	\$29.48
Mid-Columbia Library System	\$19.28	\$21.69	\$25.38	-	-	-	-	-	-
North Central Regional Library	-	-	-	-	-	-	\$14.07	\$16.44	\$20.00
Spokane Public Library	-	-	-	-	-	-	\$15.17	-	\$19.99
Tacoma Public Library	-	-	-	-	-	-	-	-	-
Whatcom County Library System	-	-	-	-	-	-	\$17.94	\$21.53	\$25.12
Yakima Valley Libraries	-	-	-	\$19.43	\$23.01	\$29.16	-	-	-
Average	\$19.28	\$21.69	\$25.38	\$19.43	\$23.01	\$29.16	\$17.87	\$21.57	\$23.65
25,001 - 100,000									
Bellingham Public Library	-	-	-	-	-	-	-	-	-
Longview Public Library	-	-	-	-	-	-	-	-	-
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	\$17.80	-	\$21.64	-	-	-	-	-	-
Pullman (Neill) Public Library	-	-	-	-	-	-	-	-	-
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	-	-	-
Stevens County Rural Library District	-	-	-	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	-	-	-
Average	\$17.80	-	\$21.64	-	-	-	-	-	-
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	-	-	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Grandview Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	-
Walla Walla County Rural Library District	-	-	-	-	-	-	-	-	-
Whitman County Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-

2012 Salaries

Table 20 (continued)

Public Libraries	Personnel Specialist			Personnel Analyst			Computer Operator		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Columbia County Rural Library District	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet (Blanche Bradley) Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$20.25	\$23.75	\$26.37	\$24.34	\$28.36	\$32.42	\$18.33	\$21.86	\$24.55

2012 Salaries

Table 20 (continued)

Public Libraries	Collection Development Coordinator			Training Coordinator		
	Min.	Med.	Max.	Min.	Med.	Max.

Over 250,000

Fort Vancouver Regional Library District	\$24.84	\$30.96	\$37.07	-	-	-
King County Library System	\$36.42	\$40.07	\$43.71	\$36.42	\$40.07	\$43.71
Kitsap Regional Library	\$27.30	\$31.94	\$36.65	-	-	-
Pierce County Library System	\$38.53	\$44.67	\$51.78	\$21.97	\$25.47	\$29.53
Seattle Public Library	\$39.84	\$43.90	\$48.39	\$34.66	\$38.24	\$42.09
Sno-Isle Libraries	\$35.89	\$44.86	\$49.34	\$28.56	\$35.71	\$39.26
Spokane County Library District	\$34.10	\$37.51	\$42.62	-	-	-
Timberland Regional Library	\$36.09	\$42.47	\$49.96	\$31.44	-	-
Average	\$34.13	\$39.55	\$44.94	\$30.61	\$34.87	\$38.65

100,001 - 250,000

Everett Public Library	-	-	-	-	-	-
Mid-Columbia Library System	-	-	-	-	-	-
North Central Regional Library	-	-	-	-	-	-
Spokane Public Library	-	-	-	-	-	-
Tacoma Public Library	\$34.01	\$37.56	\$41.51	\$26.18	\$28.91	\$31.93
Whatcom County Library System	\$24.17	\$30.24	\$36.30	\$22.21	\$27.77	\$33.32
Yakima Valley Libraries	\$18.50	\$21.91	\$27.72	-	-	-
Average	\$25.56	\$29.90	\$35.18	\$24.20	\$28.34	\$32.63

25,001 - 100,000

Bellingham Public Library	-	-	-	-	-	-
Longview Public Library	-	-	-	-	-	-
Mount Vernon City Library	-	-	-	-	-	-
North Olympic Library System	\$20.61	-	\$25.05	-	-	-
Pullman (Neill) Public Library	-	-	-	-	-	-
Puyallup Public Library	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-
Stevens County Rural Library District	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	-	-	-
Average	\$20.61	-	\$25.05	-	-	-

5,001 - 25,000

Anacortes Public Library	-	-	-	-	-	-
Asotin County Library	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	-
Grandview Library	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-
San Juan Island Library District	-	-	-	-	-	-
Sedro-Woolley Public Library	-	-	-	-	-	-
Walla Walla County Rural Library District	-	-	-	-	-	-
Whitman County Library	-	-	-	-	-	-
Average	-	-	-	-	-	-

2012 Salaries

Table 20 (continued)

Public Libraries	Collection Development Coordinator			Training Coordinator		
	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian						
Columbia County Rural Library District	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-
La Conner Regional Library	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-
Average	-	-	-	-	-	-
5,000 & under w/o certified librarian						
Castle Rock Public Library	-	-	-	-	-	-
Cathlamet (Blanche Bradley) Public Library	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-
Average	-	-	-	-	-	-
Overall Averages	\$30.86	\$36.92	\$40.84	\$28.78	\$32.70	\$36.64

2012 Salaries

Table 20 (continued)

Public Libraries	Computer Information Professional			Network Administrator with Degree/Certification			Network Administrator without Degree/Certification		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.

Over 250,000

Fort Vancouver Regional Library District	-	-	-	-	-	-	\$18.94	\$22.85	\$26.76
King County Library System	\$25.97	\$28.56	\$31.16	\$34.04	\$37.44	\$40.84	-	-	-
Kitsap Regional Library	\$25.24	\$29.53	\$33.88	\$25.24	\$29.53	\$33.88	\$25.24	\$29.53	\$33.88
Pierce County Library System	\$24.73	\$28.67	\$33.24	\$30.42	\$35.26	\$40.88	-	-	-
Seattle Public Library	\$40.18	\$44.33	\$48.85	\$41.10	\$45.31	\$49.95	\$41.10	\$45.31	\$49.95
Sno-Isle Libraries	\$45.11	\$56.38	\$62.02	-	-	-	\$32.02	\$40.02	\$44.02
Spokane County Library District	\$27.18	\$29.90	\$33.98	\$23.56	\$25.91	\$29.45	-	-	-
Timberland Regional Library	\$22.49	\$26.46	\$31.13	\$25.31	\$29.78	\$35.04	\$20.58	\$24.22	\$28.49
Average	\$30.13	\$34.83	\$39.18	\$29.95	\$33.87	\$38.34	\$27.58	\$32.39	\$36.62

100,001 - 250,000

Everett Public Library	\$26.75	\$29.48	\$32.53	-	-	-	-	-	-
Mid-Columbia Library System	\$19.28	\$21.69	\$25.38	\$22.74	\$25.58	\$29.94	-	-	-
North Central Regional Library	\$23.41	\$27.36	\$33.29	\$27.36	\$31.98	\$38.94	-	-	-
Spokane Public Library	\$21.65	\$25.47	\$29.30	-	-	-	-	-	-
Tacoma Public Library	-	-	-	-	-	-	\$34.01	\$37.56	\$41.51
Whatcom County Library System	\$20.64	\$24.77	\$28.89	\$24.17	\$30.24	\$36.30	-	-	-
Yakima Valley Libraries	\$19.43	\$23.80	\$29.16	-	-	-	\$19.43	\$23.80	\$29.16
Average	\$21.86	\$25.43	\$29.76	\$24.76	\$29.27	\$35.06	\$26.72	\$30.68	\$35.34

25,001 - 100,000

Bellingham Public Library	\$25.47	\$27.84	\$31.00	-	-	-	-	-	-
Longview Public Library	-	-	-	-	-	-	-	-	-
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	\$19.63	-	\$23.86	\$25.05	-	\$30.45	\$23.86	-	\$29.00
Pullman (Neill) Public Library	\$14.33	\$15.00	\$15.78	-	-	-	-	-	-
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	\$18.68	\$23.35	\$28.02
Stevens County Rural Library District	\$21.90	\$23.22	\$24.62	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	-	-	-
Average	\$20.33	\$22.02	\$23.82	\$25.05	-	\$30.45	\$21.27	\$23.35	\$28.51

5,001 - 25,000

Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	-	-	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Grandview Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	\$26.93	-	\$32.15	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	\$22.86	-	\$29.03	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	-
Walla Walla County Rural Library District	-	-	-	-	-	-	-	\$22.26	-
Whitman County Library	-	-	-	-	-	-	-	-	-
Average	\$26.93	-	\$32.15	\$22.86	-	\$29.03	-	\$22.26	-

2012 Salaries

Table 20 (continued)

Public Libraries	Computer Information Professional			Network Administrator with Degree/Certification			Network Administrator without Degree/Certification		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Columbia County Rural Library District	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet (Blanche Bradley) Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$25.02	\$28.90	\$32.23	\$27.44	\$32.34	\$35.88	\$25.98	\$29.88	\$34.53